

Quad Cities Television Acquisition Licensing LLC
Burlington Television Acquisition Licensing LLC
Annual EEO Public File Report
September 29, 2013 to September 28, 2014

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Section 1 – Summary information for job openings

Section 2 – Two job openings were filled during this period

Section 3 – Supplemental recruitment activities undertaken by the station

SECTION 1 – Summary information for job openings

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080 (c) (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KLJB/KGCW and is required to be placed in the public inspection files of these stations and posted on their websites, so long as the stations maintain an active website.

The information contained in this Report covers the time period beginning September 29, 2013 to and including September 28, 2014 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 (c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the FCC Rules.

Appendices 1 and 2 that follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-Time Positions Utilizing This Source” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended, but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

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Appendix 1 to Annual EEO Public File Report Form
Covering the Period from September 29, 2013 to September 28, 2014
Stations comprising Station Employment Unit: KLJB/KGCW

Vacancy Information

Full-Time Positions Filled by Job Title	Recruitment Source of Hiree	Total # Interviewed from all sources for this position
1. Master Control Operator Date of Hire: 01/27/14	KLJB-TV On-Air Ad	4
2. Master Control Operator Date of Hire: 03/28/14	Employee Referral	5

Total Number of Persons Interviewed During Applicable Period: 9

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Appendix 2 to Annual EEO Public File Report Form
Covering the Period from September 29, 2013 to September 28, 2014
Stations Comprising Station Employment Unit: KLJB/KGCW

Recruitment Source Information

	Recruitment Sources	Total Interviewees From This Source During Period
A.	Quad-City Times	0
B.	The Dispatch/Rock Island Argus	0
C.	KLJB-TV On-Air Ad	2
D.	Internet Jobsite Posting	1
E.	Station Website	1
F.	Internal Job Posting	0
G.	Iowa Workforce Development	1
H.	Employee Referrals	4

SECTION 2 – Job Openings-Recruitment Sources

1. Master Control Operator

This position was advertised in:

Quad-City Times
Jennifer Carter
500 E. 3rd Street, Davenport, IA 52801
563-383-2385

The Dispatch and The Rock Island Argus
(Including qconline.jobs)
Chris Greene
1720 Fifth Avenue, Moline, IL 61265
309-797-0333

This opening was also listed on the station websites, posted internally, advertised on-air on KLJB-TV and KGCW-TV and sent to the attached list of organizations and universities.

2. Master Control Operator

This position was advertised in:

Quad-City Times
Jennifer Carter
500 E. 3rd Street, Davenport, IA 52801
563-383-2385

The Dispatch and The Rock Island Argus
(Including qconline.jobs)
Chris Greene
1720 Fifth Avenue, Moline, IL 61265
309-797-0333

This opening was also listed on the station websites, posted internally, advertised on-air on KLJB-TV and KGCW-TV and sent to the attached list of organizations and universities.

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List of all recruitment sources contacted to fill the positions:

- a). Name of Source: Iowa Workforce Development Center
 Contact Person: Ron Patton
 Address: 902 W. Kimberly Road, Davenport, IA 52806
 Telephone: 563-445-3262
 Fax: 563-445-3240
 E-Mail: Ron.Patton@iwd.state.ia.us
 How was notification given to this Source? Mail

- b). Name of Source: Illinois Department of Employment Security*
 Contact Person: Amy Shields / Mark Lohman
 Address: 4703 16th Street, Moline, IL 61265
 Telephone: 309-764-8731
 Fax:
 E-Mail: amy.shields@illinois.gov
 How was notification given to this Source? E-mail

- c). Name of Source: Martin Luther King Center
 Contact Person: Kristia Tinsley
 Address: 630 9th Street, Rock Island, IL 61201
 Telephone: 309-732-2999
 Fax: 309-732-2991
 E-Mail:
 How was notification given to this Source? Mail

- d). Name of Source: Lulac Club
 Contact Person: Raymond Rangel
 Address: P.O. Box 4616, 4224 Ricker Hill Rd., Davenport, IA 52808
 Telephone: 563-324-7610
 Fax:
 E-Mail:
 How was notification given to this Source? Mail

- e). Name of Source: Eastern Iowa Job Training Regional Office
 Contact Person:
 Address: 326 W. 3rd Street, Suite 910, Davenport, IA 52801
 Telephone: 563-336-3477
 Fax: 563-336-3494
 E-Mail:
 How was notification given to this Source? Mail

*Indicates organizations that have requested to receive notifications.

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- f). Name of Source: United Neighbors, Inc.
Contact Person: Dr. Ida Johnson
Address: 808 Harrison Street, Davenport, IA 52803
Telephone: 563-322-7363
Fax: 563-323-9907
E-Mail: uneighbors@aol.com
How was notification given to this Source? Mail
- g). Name of Source: Harvest Time Family Worship Center
Contact Person: Reverend Anthony Lee
Address: 636 Kirkwood Blvd., Davenport, IA 52803
Telephone: 563-322-1575
Fax:
E-Mail:
How was notification given to this Source? Mail
- h). Name of Source: Iowa Central Community College Career Development and Placement
Contact Person:
Address: 330 Avenue M, Fort Dodge, IA 50501
Telephone: 515-576-7201
Fax:
E-Mail:
How was notification given to this Source? Mail
- i). Name of Source: Quad City Mexican American Organization
Contact Person: Michael Cervantes
Address: P.O. Box 2557, Davenport, IA 52809
Telephone: 563-386-5174
Fax: 563-322-1448
E-Mail:
How was notification given to this Source? Mail
- j). Name of Source: Iowa Broadcasters Association
Contact Person: IBA Job Bank
Address: P.O. Box 71186, Des Moines, IA 50325
Telephone: 515-224-7237
Fax: 515-224-6560
E-Mail: webmaster@iowabroadcasters.com
How was notification given to this Source? E-Mail / Website

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- k). Name of Source: National Hispanic Media Coalition*
 Contact Person: Alex Nogales/President & CEO
 Address: 55 S. Grand Avenue, Pasadena, CA 91105
 Telephone: 626-792-6462
 Fax: 626-792-6051
 E-Mail: info@nhmc.org
 How was notification given to this Source? E-mail
- l). Name of Source: Blackhawk College Placement Office
 Contact Person: Larry Crawford
 Address: 6600 34th Avenue, Moline, IL 61265
 Telephone: 309-796-5626
 Fax: 309-792-5976
 E-Mail: www.collegecentral.com/bhc
 How was notification given to this Source? E-mail / Website
- m). Name of Source: Scott Community College
 Contact Person: Danielle Donahue
 Address: 500 Belmont Road, Bettendorf, IA 52722
 Telephone: 563-441-4021
 Fax:
 E-Mail: ddonahue@eiccd.ia.us
 How was notification given to this Source? Mail
- n). Name of Source: St. Ambrose University
 Contact Person: Multicultural Affairs
 Address: 518 W. Locust Street, Davenport, IA 52803
 Telephone: 563-333-6000
 Fax:
 E-Mail:
 How was notification given to this Source? Mail
- o). Name of Source: Augustana College Career Center
 Contact Person: Amy Ites / Johnna Adam
 Address: 639 38th Street, Rock Island, IL 61201
 Telephone: 309-794-7338
 Fax: 309-794-3369
 E-Mail: johnnaadam@augustana.edu
 How was notification given to this Source? Website

*Indicates organizations that have requested to receive notifications.

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- p). Name of Source: St. Ambrose University Career Center
Contact Person: Angela Wolfe
Address: 518 W. Locust Street, Davenport, IA 52803
Telephone: 563-333-6339
Fax: 563-333-5872
E-Mail: WolfeAngelaD@sau.edu
How was notification given to this Source? Website
- q). Name of Source: Western Illinois University Regional Center
Contact Person: Audrey Adamson
Address: 3300 River Drive, Moline, IL 61265
Telephone: 309-762-6481
Fax: 309-764-7172
E-Mail: anw-adamson@wiu.edu
How was notification given to this Source? Mail
- r). Name of Source: Wartburg College Career Services*
Contact Person: Mary Ver Steegt
Address: 100 Wartburg Blvd., Waverly, IA 50677
Telephone: 319-352-8232
Fax: 319-352-8365
E-Mail:
How was notification given to this Source? Mail
- s). Name of Source: Riverland Community College*
Contact Person: Koryn R. Smith
Address: 1900 Eighth Avenue Northwest, Austin, MN 55912
Telephone: 800-247-5039 or 507-433-0374
Fax: 507-433-0524
E-Mail:
How was notification given to this Source? Mail
- t). Name of Source: Brown Institute
Contact Person: Terry K. Miller
Address: 1440 Northland Dr., Mendota Heights, MN 55120-1004
Telephone: 651-905-3440
Fax: 651-905-3550
E-Mail: terry@brown-institute.com
How was notification given to this Source? Mail

*Indicates organizations that have requested to receive notifications.

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- u). Name of Source: University of Wisconsin
 Contact Person: Dept. of Communications
 Address: 1 University Plaza, Platteville, WI 53818-3099
 Telephone:
 Fax:
 E-Mail:
 How was notification given to this Source? Mail

- v). Name of Source: Kaplan College
 Contact Person: Marvin Copes
 Address: 1801 Kimberly Rd., Davenport, IA 52807
 Telephone: 563-355-3500
 Fax:
 E-Mail:
 How was notification given to this Source? Mail

- w). Name of Source: Partners in Job Training (Private Industry Council)
 Contact Person: Mark Lohman
 Address: 1504 3rd Avenue, Rock Island, IL 61201
 Telephone: 309-793-5200
 Fax: 309-793-5204
 E-Mail:
 How was notification given to this Source? Mail / E-mail

- x). Name of Source: Labor Council for Latin American Advancement
 Contact Person: Henry Vargas
 Address: 517 E. Central Park, Davenport, IA 52803
 Telephone: 563-323-4088
 Fax:
 E-Mail:
 How was notification given to this Source? Mail

- y). Name of Source: TVJobs.com
 Contact Person: Mark Holloway
 Address: P.O. Box 4116, Oceanside, CA 92052
 Telephone: 760-754-8177
 Fax: 760-754-2115
 E-Mail: jobs@tvjobs.com
 How was notification given to this Source? E-mail

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- z). Name of Source: NAACP – Rock Island Branch
Contact Person: Lauren Loftin
Address: P.O. Box 4701, Rock Island, IL 61201
Telephone: 309-737-9944
Fax:
E-Mail: NAACPRI@msn.com
How was notification given to this Source? Mail
- aa). Name of Source: FOX 54 WZDX
Contact Person: Charlene Brueggeman
Address: 1309 North Memorial Parkway, Huntsville, AL 35801
Telephone: 256-533-5454
Fax: 256-533-5315
E-Mail: Charlene@fox54.com
How was notification given to this Source? E-mail
- bb). Name of Source: FOX 21/27 WFXR
Contact Person: Brian Argabright
Address: 2618 Colonial Ave SW, Roanoke, VA 24015
Telephone: 540-344-2127
Fax: 540-345-1912
E-Mail: bargabright@fox2127.com
How was notification given to this Source? E-mail
- cc). Name of Source: Fox 25/48 WLAX/WEUX
Contact Person: Penny Ammerman
Address: 1305 Interchange Place, LaCrosse, WI 54603
Telephone: 608-781-0025
Fax: 608-783-2520
E-Mail: Pammerman@fox25fox48
How was notification given to this Source? E-mail
- dd). Name of Source: NAACP – Davenport Branch #4019
Contact Person: Robert Jackson, Jr.
Address: P.O. Box 3661, Davenport, IA 52808
Telephone:
Fax:
E-Mail: Robert@deeprivermedia.net
How was notification given to this Source? E-mail / Website

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- ee). Name of Source: Carl Sandburg College
Contact Person: Jan Hipple
Address: 2400 Tom Wilson Blvd., Galesburg, IL 61401
Telephone: 309-344-2518
Fax: 309-344-1395
E-Mail: jhipple@sandburg.edu
How was notification given to this Source? Mail
- ff). Name of Source: Clinton Community College
Contact Person: Marcus Harris
Address: 1000 Lincoln Blvd., Clinton, IA 52732
Telephone: 563-244-7001
Fax:
E-Mail:
How was notification given to this Source? Mail
- gg). Name of Source: Muscatine Community College
Contact Person: Chad Bishop
Address: 152 Colorado Street, Muscatine, IA 52761
Telephone: 563-288-6001
Fax:
E-Mail:
How was notification given to this Source? Mail
- hh). Name of Source: Ashford University
Contact Person: Heather Hilgendorf
Address: 400 N. Bluff, Clinton, IA 52732
Telephone: 866-711-1700
Fax:
E-Mail:
How was notification given to this Source? Mail
- ii). Name of Source: Coe College Career Services
Contact Person: Judi Dirks
Address: 1220 First Avenue NE, Cedar Rapids, IA 52402
Telephone: 319-399-8844
Fax:
E-Mail: jdirks@coe.edu
How was notification given to this Source? Mail

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- jj). Name of Source: Simpson College
 Contact Person: Ann Coreubel
 Address: 701 N. C Street, Indianola, IA 50125
 Telephone: 515-961-1667
 Fax: 515-961-1674
 E-Mail:
 How was notification given to this Source? Mail
- kk). Name of Source: Monmouth College Career Center
 Contact Person:
 Address: 700 E. Broadway Avenue, Monmouth, IL 61462
 Telephone: 309-457-2115
 Fax:
 E-Mail: wackerle@monmouthcollege.edu
 How was notification given to this Source? Mail
- ll). Name of Source: Knox College Career Center
 Contact Person:
 Address: 2 East South Street, Galesburg, IL 61401
 Telephone: 309-341-7494
 Fax: 309-341-7708
 E-Mail: careers@knox.edu
 How was notification given to this Source? Mail

SECTION 3 – Supplemental Recruitment Activities

1. Career Fairs

Members of the television station management staff participated in the following career fairs:

March 20, 2014 – Our Production Manager, Traffic Manager, General Sales Manager and Director of Programming participated in the Augustana College & St. Ambrose University Spring Career Fair held at St. Ambrose University, Davenport, Iowa. (More than 200 students attended.)

September 24, 2014 – Our Promotions Manager, General Sales Manager, Production Manager and Traffic Manager participated in the Augustana College & St. Ambrose University Fall Career Fair held at Augustana College, Rock Island, Illinois.

At these career fairs, station personnel met with college students to discuss internship opportunities and television career opportunities in general. Brochures describing careers in TV broadcasting were distributed. Internship applications and resumes for specific job openings were collected.

2. Career Days and Educational Events

November 26, 2013—Our General Sales Manager participated in mock interviews at Bettendorf High School in Bettendorf, Iowa. He discussed television careers and internship opportunities and conducted mock interviews with students.

November 27, 2013—Our Promotions Manager participated in mock interviews at Bettendorf High School in Bettendorf, Iowa. He discussed television careers and internship opportunities and conducted mock internship interviews with eleven students.

February 27, 2014—Our Promotions Manager participated in mock interviews at Bettendorf High School in Bettendorf, Iowa. He discussed television careers and internship opportunities and conducted mock internship interviews with five students.

March 11, 2014—Our Director of Engineering and General Sales Manager attended the Riverdale Education Foundation and Riverdale Schools Career Night in Port Byron, Illinois. They spoke to students and parents about the many career opportunities available at a television station and distributed Careers in TV Broadcasting brochures from the Iowa Broadcasters Association.

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September 17, 2014—Our General Sales Manager participated in mock interviews at St. Ambrose University in Davenport, Iowa. He helped approximately thirty-five Marketing students with interview coaching.

September 25, 2014—Our Promotions Manager participated in mock interviews at Bettendorf High School in Bettendorf, Iowa. He discussed television careers and internship opportunities and conducted mock interviews with six high school students.

3. Job Bank

The station produced and is currently airing promotional spots directing job seekers to the Iowa Broadcasters Association online Job Bank. These promotional spots are designed to promote outreach generally and are not directed to providing notification of specific station job vacancies.